



Report to the Auburn City Council

Action Item

Agenda Item No. **7**

[Signature]
City Manager's Approval

To: Mayor and City Council
From: Robert Richardson, City Manager
Date: August 26, 2013
Subject: APOA Memoranda of Understanding

The Issue

Shall the City Council approve the negotiated Memoranda of Understanding between the Auburn Police Officers Association and the City of Auburn?

Conclusion and Recommendation

By **RESOLUTION** adopt the Memorandum of Understanding between the Auburn Police Officers Association and the City of Auburn for the period July 1, 2012 through June 30, 2014, and authorize the City Manager to sign on behalf of the City; and, Adopt the **RESOLUTION** authorizing Employer Paid Member Contributions.

Background

As a means to secure a current Memoranda of Understanding (MOU) between the City of Auburn and Auburn Police Officers Association, both parties entered into negotiations and have tentatively agreed to the following general changes:

- 1) 2 year term through 06/30/14.
- 2) 4% one-time distribution effective pay period after adoption.
- 3) Cafeteria Plan.
- 4) Pick up LTD cost.
- 5) On Duty work out.

- 6) Add a 15-year longevity step:
 - a) Employee must have a performance evaluation of “meets expectations” or better in preceding 24 month period. Performance criteria to be applied to all longevity steps. (7, 11, 15 & 20).
- 7) Employees pay 9% PERS starting as soon as administratively feasible.
- 8) PERS swap, salary increase of 3.16% starting as soon as administratively feasible.
- 9) 4% salary restoration eff. 07/01/13 with financial availability language with approved financial availability language.
- 10) Night shift increased from 2.5% to 5.0% of salary
- 11) Vacation sell back of 108 Hours:
 - a. 54 hours December of 2013
 - b. 54 hours June of 2014

Alternatives

1. Adopt the resolution authorizing the City Manager to execute the Memoranda of Understanding with the Auburn Police Officers Association.
2. Do not adopt the resolution and direct the City Manager accordingly.

Fiscal Impact

Estimated cost for FY 1314 is estimated to be \$152,764

RESOLUTION NO. 13-

RESOLUTION AUTHORIZING EXECUTION OF AUBURN POLICE OFFICERS
ASSOCIATION MEMORANDUM OF UNDERSTANDING

THE CITY COUNCIL OF THE CITY OF AUBURN DOES HEREBY RESOLVE:

That the City Council of the City of Auburn does hereby adopt the
Memorandum of Understanding between the Auburn Police Officers Association
(APOA) and the City of Auburn for the period July 1, 2012 through June 30,
2014, and authorizes the City Manager to sign on behalf of the City.

DATED: August 26, 2013

Kevin Hanley, Mayor

ATTEST:

Stephanie L. Snyder, City Clerk

I, Stephanie L. Snyder, City Clerk of the City of Auburn, hereby
certify that the foregoing resolution was duly passed at a regular meeting of
the City Council of the City of Auburn held on the 26th day of August 2013 by
the following vote on roll call:

Ayes:
Noes:
Absent:

Stephanie L. Snyder, City Clerk

RESOLUTION NO. 13-

RESOLUTION FOR EMPLOYER PAID MEMBER CONTRIBUTIONS

WHEREAS, the governing body of the City of Auburn has the authority to implement Government Code Section 20691;

WHEREAS, the governing body of the City of Auburn has a written labor policy or agreement which specifically provides for the normal member contributions to be paid by the employer;

WHEREAS, one of the steps in the procedures to implement Section 20691 is the adoption by the governing body of the City of Auburn of a Resolution to commence said Employer Paid Member Contributions (EPMC);

WHEREAS, the governing body of the City of Auburn has identified the following conditions for the purpose of its election to pay EPMC:

- This benefit shall apply to all employees of Safety Police, Safety Fire, Confidential/Unrepresented, Management Group and City Hall Employees Association (CHEA).
- This benefit shall consist of paying zero (0) percent of the normal member contributions as EPMC.
- The effective date of this Resolution shall be August 26, 2013.

NOW, THEREFORE, BE IT RESOLVED:

That the governing body of the City of Auburn elects to pay EPMC as set forth above.

DATED: August 26, 2013

Kevin Hanley, Mayor

ATTEST:

Stephanie L. Snyder, City Clerk

I, Stephanie L. Snyder, City Clerk of the City of Auburn, hereby certify that the foregoing resolution was duly passed at a regular meeting of the City Council of the City of Auburn held on the 26th day of August 2013 by the following vote on roll call:

Ayes:
Noes:
Absent:

Stephanie L. Snyder, City Clerk